

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

### EXTRAORDINARY

### No. 3

#### GOVERNMENT OF GOA

#### Department of Labour

Office of the Commissioner of Labour

#### Notification

CL/3-11/(28)/98/1821

Whereas a draft Notification revising the minimum rates of wages payable to various categories of employees employed in various trades in the scheduled employment, namely "Employment in Breweries and Distilleries", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I, No. 2 dated 8-4-1999, under Notification No. CL/3-11/(28)/98/1003 dated 22-2-1999, of the Department of Labour, Government of Goa (hereinafter called the 'said draft Notification'), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 8-4-1999.

And whereas no objections and suggestion have been received from the public on the said draft Notification by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board,

the Government of Goa hereby revises with effect from 1-4-2000, the Minimum rates of wages payable to the various categories of employees employed in "Employment in Breweries and Distilleries", as shown in the Schedule below:—

#### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages.
(1)	(2)	(3)

#### CATEGORY - I

(1)	Manager;	Rs. 84.00 per day
(2)	Head Clerk;	
(3)	Accountant;	
(4)	Chemist;	
(5)	Section Head;	
(6)	Sales Supervisor;	
(7)	Head Operator;	
(8)	Head Airconditioning Operator;	
(9)	Any other category by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

#### CATEGORY - II

#### (A)

(1)	Machine Operator;	Rs. 79.00 per day
(2)	Airconditioning Operator;	
(3)	Fitter Operator;	

Any other category by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

(B)

- |                             |                   |
|-----------------------------|-------------------|
| (1) Mechanic;               | Rs. 77.00 per day |
| (2) Refrigeration Mechanic; |                   |
| (3) Mechanic Supervisor;    |                   |
| (4) Cashier;                |                   |
| (5) Steno Typist;           |                   |
| (6) Accounts Clerk/Driver.  |                   |

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

#### CATEGORY - III

- |   |                   |
|---|-------------------|
| (1) Clerk;                                | Rs. 79.00 per day |
| (2) Electrician;                          |                   |
| (3) Operator;                             |                   |
| (4) Store Keeper;                         |                   |
| (5) Sales Supervisor;                     |                   |
| (6) Car/Van Driver;                       |                   |
| (7) Laboratory Technician;                |                   |
| (8) Loading Hand;                         |                   |
| (9) Store Clerk;                          |                   |
| (10) Assistant Operator;                  |                   |
| (11) Assistant Air Conditioning Operator; |                   |
| (12) Welder.                              |                   |

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

#### CATEGORY - IV

- |                           |                   |
|---------------------------|-------------------|
| (1) Laboratory Assistant; | Rs. 65.00 per day |
| (2) Trainee Lab. Chemist; |                   |
| (3) Trainee Operator;     |                   |
| (4) Trainee Charge Hand;  |                   |
| (5) Gardener;             |                   |
| (6) Bottle Washer;        |                   |
| (7) Peon;                 |                   |
| (8) Worker;               |                   |
| (9) Watchman;             |                   |
| (10) Labourer/Sweeper;    |                   |
| (11) Boiler Attendant;    |                   |
| (12) Assistant Fitter;    |                   |
| (13) Assistant Operator.  |                   |

*Explanation: —*

(1) Where in any area of establishment in the Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government or by Agreement or settlement or contract or Contractors' regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.

(3) The minimum rates of wages are applicable to employees engaged by the Principal employer or Contractor or sub-contractor.

(4) Both men and women workers shall be paid the same rates of wages revised for the category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum revised under this Notification.

(6) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this Notification.

(7) Where part-time workers are employed, they shall be paid on pro-rata wages in accordance with number of hours of work done.

By order and in the name of the Governor of Goa.

*R. S. Mardolker*, Commissioner and Ex-Officio Joint Secretary (Labour).

Panaji, 30th March, 2000.

#### Notification

CL/3-11/(28)/98/1822

Whereas a draft Notification revising the minimum rates of wages payable to various categories of employees employed in various trades in the scheduled employment, namely "Employment in processing and canning of food-stuffs including fish and beverages" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I, No. 48, Extraordinary, dated 25-2-1999 under Notification No. CL/3-11/(28)/98/1004 dated 22-2-99 of the Department of Labour, Government of Goa (hereinafter called the 'said draft Notification'), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 25-2-1999;

And whereas no objections and suggestions have been received from the public on the said draft Notification by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause

(iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises with effect from 1-4-2000 the Minimum Rates of wages payable to the various categories of employees employed in "Employment in processing and canning of foodstuffs including fish and beverages" as shown in the Schedule below:-

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages.
(1)	(2)	(3)

CATEGORY - I

(A)

(1)	Supervisor-in-charge;	Rs. 84.00 per day
(2)	Accountant;	
(3)	Head Operator;	
(4)	Head Conditioning Operator;	
(5)	Chemist;	
(6)	Sales Supervisor;	
(7)	Head Operator;	
(8)	Office-in-Charge;	
(9)	Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

(B)

(1)	Storekeeper;	Rs. 79.00 per day
(2)	Clerk;	
(3)	Steno typist;	
(4)	Supervisor;	
(5)	Driver;	
(6)	Salesman;	
(7)	Operator;	
(8)	Grader;	
(9)	Washing Machine Operator;	
(10)	Cashier;	
(11)	Electrician;	
(12)	Carpenter;	
(13)	Refrigerator Mechanic/Operator;	
(14)	Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

CATEGORY — II

(1)	Junior Mechanic;	Rs. 73.00 per day
(2)	Assistant Store Keeper;	
(3)	Dealing Boy;	
(4)	Mechanic Operator;	
(5)	Processor;	
(6)	Peeling Mechanic Operator;	
(7)	Machine Operator;	

- (8) Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

CATEGORY — III

- (1) Grinder; Rs. 65.00 per day  
(2) Mixer;  
(3) Cleaner/Washer;  
(4) Helper;  
(5) Peeler;  
(6) Labourer;  
(7) Bottle Loading Operator;  
(8) Gardener;  
(9) Ice Loader;  
(10) Loader;  
(11) Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

Explanation:—

(1) Where in any area or establishment in the Scheduled employment wages revised under this Notification are lower than the wages fixed by the Central Government or by Agreement or Settlement or Contract or Contractors' Regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under the Notification.

(2) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractors of sub-contractors, etc.

(4) Both men and women workers shall be paid the same rates of wages revised for the same category or for equal work.

(5) The minimum rates of wages payable to an adolescent shall be the same as an adult fixed under this Notification.

(6) Where part time workers are employed, they shall be paid on pro-rata wages in accordance with the number of hours of work done.

(7) Where payment is made on piece rate basis for any of the categories for which time rate is fixed, the wages of the employees shall not be less than minimum time rate fixed for a normal days work.

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner and Ex-Officio Joint Secretary (Labour).

Panaji, 30th March, 2000.

**Notification**

CL/3-11/(28)/98/1823

Whereas a draft Notification revising the minimum rates of wages payable to various categories of employees employed in various trades in the scheduled employment namely "Employment in Saw Mills" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I, No. 48, Extraordinary, dated 25-2-1999 under Notification No. CL/3-11/(28)298/1002 dated 22-2-1999 of the Department of Labour, Government of Goa (hereinafter called the 'said draft Notification'), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 25-2-1999.

And whereas no objections and suggestions have been received from the public on the said draft Notification by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises with effect from 1-4-2000 the Minimum rates of wages payable to the various categories of employees employed in "Employment in Saw Mills" as shown in the Schedule below:—

**SCHEDULE**

Sr. No.	Details of Categories	All inclusive minimum rates of wages
(1)	(2)	(3)
<b>UNSKILLED</b>		
(1)	Helper;	Rs. 65/- per day
(2)	Mazdoor Coolie/Labourer ;	
(3)	Office Boy;	
(4)	Peon;	
(5)	Cleaner;	
(6)	Gardener;	
(7)	Chowkidar/Watchman;	
(8)	Manai/Hamal;	
(9)	Sweeper;	
(10)	Weighman;	
(11)	Bullock Cart Driver;	
(12)	Water Carrier;	
(13)	Attendant;	
(14)	Messenger;	
(15)	Porter;	

Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

**SEMI-SKILLED**

- |     |                       |                  |
|-----|-----------------------|------------------|
| (1) | Assistant Cutter;     | Rs. 72/- per day |
| (2) | Assistant Sharpner;   |                  |
| (3) | Assistant Operator;   |                  |
| (4) | Assistant Bensaw Man; |                  |
| (5) | Assistant Carpenter;  |                  |
| (6) | Assistant Polisher;   |                  |
| (7) | Assistant Mistri;     |                  |
| (8) | Assistant Dhaewala;   |                  |
| (9) | Coalman;              |                  |

Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

**SKILLED**

- |      |                          |                  |
|------|--------------------------|------------------|
| (1)  | Head Mistri;             | Rs. 77/- per day |
| (2)  | Cutter;                  |                  |
| (3)  | Supervisor;              |                  |
| (4)  | Sharpner/Dharwala        |                  |
| (5)  | Cutter Machine Operator; |                  |
| (6)  | Polisher;                |                  |
| (7)  | Artist;                  |                  |
| (8)  | Driver;                  |                  |
| (9)  | Painter;                 |                  |
| (10) | Carpenter;               |                  |
| (11) | Bensaw Men;              |                  |
| (12) | Upholsterer;             |                  |

Any other category by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

**GENERAL STAFF**

- |    |                           |                  |
|----|---------------------------|------------------|
| A. | (1) Supervisor in Charge; | Rs. 85/- per day |
| B. | (1) Accountant;           | Rs. 80/- per day |
|    | (2) Office in Charge;     | Rs. 80/- per day |
| C. | (1) Accounts Clerks;      | Rs. 77/- per day |
|    | (2) Cashier;              | Rs. 77/- per day |
|    | (3) Clerk;                | Rs. 77/- per day |
|    | (4) Store Keeper;         | Rs. 77/- per day |

Any other category by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

**Explanation:—**

- (I) (a) The minimum rates of wages shall consist of all inclusive rates of wages.

- (b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest paise.
- (c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.
- (II) (a) Unskilled work is one which involves simple operation requiring the skill or experience on the job.
- (b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.
- (c) Skilled work is one which involves skill or competence required through experience on the job or through training an apprentice or in a technical or Vocational Institution and the performance of which calls for initiative and judgement.
- (III) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractors or sub-contractors, etc. working in their employment.
- (IV) Both male and female workmen shall be paid the same rates of wages revised for the category and for equal work.
- (V) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.
- (VI) Where in any area/establishment in the Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by Agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.
- (VII) The minimum rates of wages payable to an adolescent shall be the same as an adult fixed under this Notification.

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner and Ex-Officio Joint Secretary (Labour).

Panaji, 30th March, 2000.

### Notification

CL/3-11/(28)/98/1824

Whereas a draft Notification fixing the minimum rates of wages payable to various categories of employees employed in various trades in the scheduled employment, namely, "Employment in Pharmaceutical industry and units engaged in the manufacture, sale and distribution of medicines and Pharmaceutical products", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette Series I, No. 30 dated 22-10-1999 under Notification No. CL/MWA-9/97/99/5139 dated 13-10-99 of the Department of Labour, Government of Goa, (hereinafter called the 'said draft Notification'), inviting objection and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 22-10-1999.

And whereas no objections and suggestions have been received from the public on the said draft Notification by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby fixes with effect from 1-4-2000 the Minimum rates of wages payable to the various categories of employees employed in "Employment in Pharmaceutical industry and units engaged in the manufacture, sale and distribution of medicines and Pharmaceutical products" as shown in the Schedule below :—

### SCHEDULE

Sr.No.	Details of Categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled;	Rs. 65/- per day
(II)	Semi-Skilled;	Rs. 75/- per day
(III)	Skilled;	Rs. 90/- per day
(IV)	Highly skilled/ /Supervisory;	Rs. 105/- per day
(V)	Clerical	Rs. 89/- per day

Explanation :—

(I) (a) The minimum rates of wages shall consist of an all inclusive rates of wages.

(b) The minimum rates of daily wages payable to an employee employed in any category in respect of

which monthly rate of minimum wages is fixed shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he/she belongs by 26, the quotient being stepped up to the nearest paise.

(c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is fixed shall be computed by multiplying the daily rate by 26.

(II) (a) Unskilled work is one which involves simple operation requiring no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.

(c) Skilled work is one which involves skill or competence required through experience on the job or through training as apprentice or in a technical or vocation institutes, and the performance of which calls for initiative and judgement.

(III) The Minimum rates of wages shall be applicable to employees engaged by the principal Employer

or contractor or sub-contractors, etc. working in their employment.

(IV) Both male and female workman shall be paid the same rates of wages fixed for the category and for equal work.

(V) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates fixed under this Notification.

(VI) Where in any establishment in this Schedule employment if the wages as fixed by this Notification happen to be lower than the wages fixed/revised and payable as per any Agreement/settlement or order or Notification or on account of contract and conditions of employment if any, than the higher rates prevailing shall be payable as minimum wages.

By order and in the name of the Governor of Goa.

*R. S. Mardolker*, Commissioner and Ex-Officio Joint Secretary (Labour).

Panaji, 30th March, 2000.